



Simpson College Title IX Reporting & Responding to an Incident of Sexual Misconduct

Reporting an Incident of Sexual Misconduct

Individuals who have experienced, witnessed, or learned of an incident they think involves sexual misconduct as defined in this policy are encouraged to report the incident using any one or combination of the options below. Reports may be made anonymously. While anonymous reports enable the College to gather data regarding incidents of sexual misconduct, they may significantly limit the extent to which the College can investigate and respond to reported sexual misconduct. All reports of sexual misconduct will be forwarded to Simpson's Title IX Coordinator. Reports should include sufficient information to enable the College to understand the nature of the report and complete an initial assessment, discussed below.

No matter the reporting party's status (as a student, employee, or faculty member), reports of sexual misconduct should be directed to the Title IX Coordinator. The Title IX Coordinator will assist in informing a reporting party of their right to make a Formal Complaint, of services available to try to restore a person's access to education programs or activities, and will make a determination about whether Simpson College can investigate any Formal Complaint of sexual misconduct, discussed below.

The standard of proof for Simpson College sexual misconduct matters is a preponderance of evidence ("more likely than not") standard to determine if this policy was violated. The College will strive to complete the investigation of any sexual misconduct complaint within 90 days.

Different individuals on campus have different abilities to maintain a person's confidentiality when they receive a report of prohibited conduct.

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication." These resources

include Counseling Services staff, Health Services staff, trained victim advocacy services, or the Chaplain while they are acting in a confidential role.

- Employees whose communications are not covered by privilege or confidentiality rules are required to report all the details of an incident (including the identities of both the alleged victim and perpetrator, if known) to the Title IX Coordinator. A report to these employees (called “mandated reporters”) constitutes a report to the College and may lead to a Formal Complaint and initiation of the Grievance Procedure.

Along with the on-campus options described below, Simpson College strongly encourages a survivor of sexual misconduct to make a report to local law enforcement and to speak with a rape crisis or other counselor, on- or off-campus. Sexual assault and many other types of sexual misconduct constitute criminal behavior. Law enforcement officers are trained in handling sexual assault and other cases involving sexual misconduct. An officer can be dispatched to campus to meet with the person calling, to assist the survivor in obtaining medical attention and emotional counseling, to discuss available options, and to write a formal report of the incident. The police report and any supporting evidence are turned over to the County Attorney’s office, which decides whether there is sufficient evidence to prosecute should the victim wish to pursue charges.

Responding to a Report of Sexual Misconduct

Within two business days of receiving a report, Simpson College will reach out to the reporting party to schedule a meeting to review the report. If the reporting party is not the alleged victim, Simpson College will then reach out to the alleged victim to schedule a meeting. During the first meeting with the alleged victim, the Title IX Coordinator will:

- Inform the alleged victim (provided in writing) of any right to file a Formal Complaint, discussed below, and will explain the procedure for doing so.

SIMPSON COLLEGE

- Inform the alleged victim of measures that may restore or preserve an individual's access to their education, education program or activities, or other matters, without the filing of a Formal Complaint.
- Offer each alleged victim supportive measures in response to the report. If circumstances do not permit Simpson College to offer supportive measures in response to a report, such as in cases where a reporting party wishes to remain anonymous or will not respond to follow-up contact from Simpson College, Simpson College will document the reason it could not offer supportive measures.

Should the reporting party and/or the alleged victim not respond to requests to meet, the above information will be provided in writing.